

STEP ONE: REVIEW THE RISK FACTORS

- **Emotional state** – anger, disgust, stress, and fatigue exacerbate implicit bias
- **Pressured decision making** – stress, distraction, and time pressure increase risk of stereotyping
- **Low-effort cognitive processing** – less thoughtful, deliberative process = greater implicit bias
- **Easily-accessible social categories** – implicit bias more likely when a trait is easy to see
- **Ambiguity** – judgment calls based on vague criteria or information increases implicit bias
- **Lack of feedback** – less likely to check bias where no organizational feedback or checks



STEP TWO: SLOW DOWN

Take a moment to reflect on your mental state, stress, distractions, and time pressure.

Take your time. It is better to slow down now than cause harm later.



STEP THREE: GENERAL BIAS CHECK

- ✓ Do you have enough information? Are you making any assumptions?
- ✓ Are you requiring more from this person than you would from others?
- ✓ How would you feel if person's answers were given by a person of another demographic group?



STEP FOUR: LISTEN, VALIDATE, COLLABORATE, ADVOCATE, REMAIN SELF-AWARE

- **Communication** – Use clear, common language. Practice active, non-judgmental listening. Repeat, clarify, and validate client's concerns. Be mindful of the impact of your own identity and power/status as an attorney.
- **Prior Record** – Black and Latinx people are more likely to be arrested, charged, convicted, and incarcerated. Listen for how structural racism and racial trauma may have harmed your client.
- **Debiasing Strategies** – Notice when stereotypes arise. Combat them by learning about your client's life, understanding who and what are important to them, and gathering and referencing images of them at their best.
- **Advocate** – Notice and challenge when legal system actors make assumptions about your client.
- **Issues Specific to Your Case** – Consider the obvious and subtle ways racism or bias impacts your client's case, collaboratively craft a narrative that exposes this impact and reframes the story.
- **Support and Accountability Networks** – Discuss your bias check efforts with peers. Peer feedback loops support and sustain debiasing efforts. Make this practice habitual by combining your bias check with another regularly scheduled part of your week.

